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ABSTRACT

This report presents an analysis of salaries earned by professional staff employed in Maryland public schools. Employees include selected central office staff, school level administrators, teachers, librarians, and counselors. Figure 1 shows the amount above or below the statewide average of teacher salary by county. Table 1 presents the Local Education Agency (LEA) and statewide calculations of the average and median salary, as well as the salaries at the first and third quartiles for professional staff. Table 2 shows the average, median, and quartiles for classroom teachers by regions with LEA salaries indexed to the regions. Table 3 presents the average salaries for selected positions and percent change between 1986 and 1995. (JLS)

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Analysis of Professional Salaries
Maryland Public Schools
October, 1995

ED 403 243

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Analysis of Professional Salaries
Maryland Public Schools
October, 1995

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INTRODUCTION

The following information was prepared from information submitted by the 24 Maryland public school systems in the fall of 1995. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to a full-time equivalent.

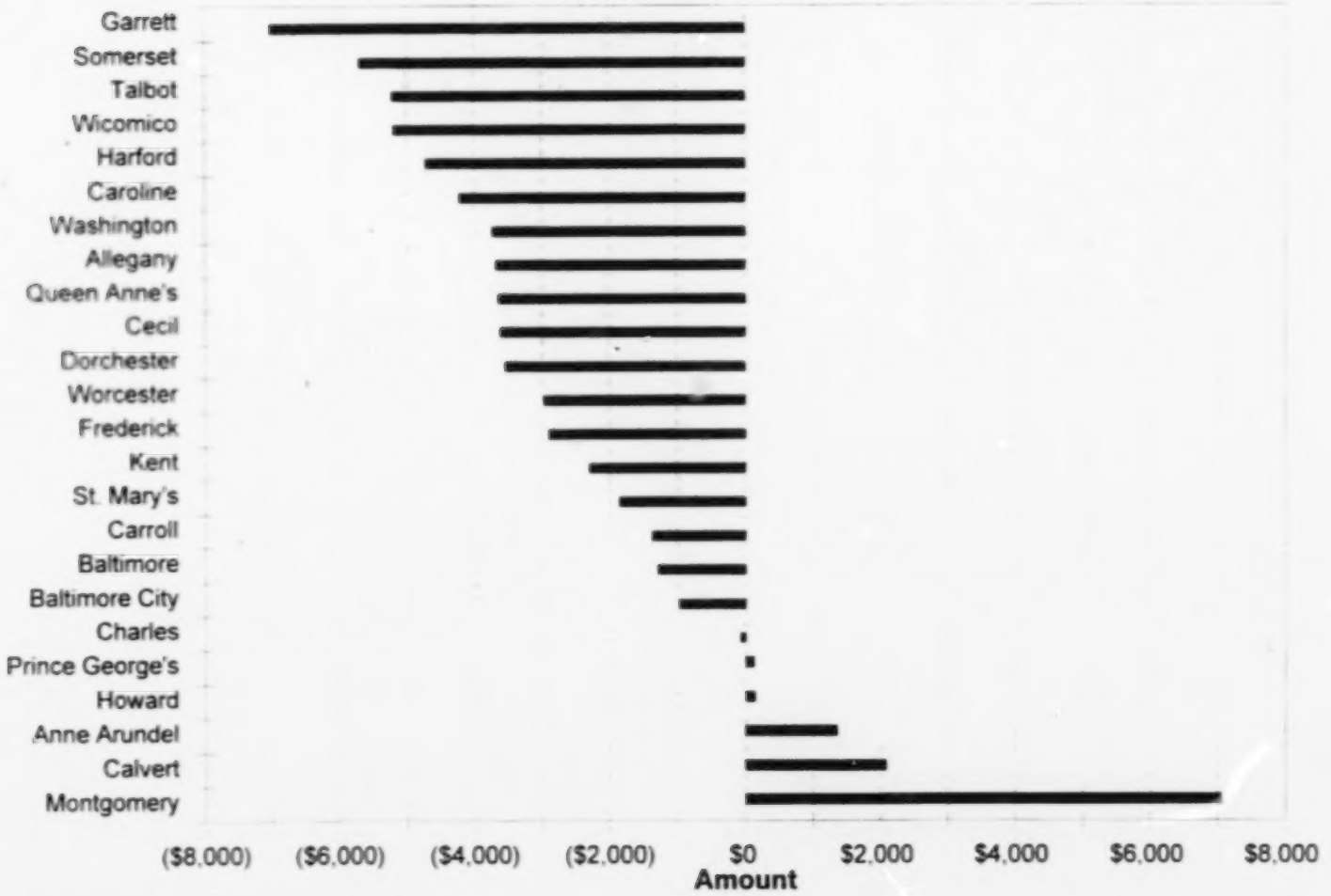
Calculations

The average (mean) is computed by dividing the sum of the individual salaries by the sum of the full-time-equivalent positions. The value of the mean can be distorted by extremely high or low salaries in the distribution and may not provide a true estimate of the population average. Therefore, the median (middle value) is also provided as a more stable calculation of "average." The median represents the salary which divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall. Inspection of Table 1, page 8, reveals that twenty-five percent of teachers in Maryland are paid $31,643 or less while twenty-five percent make $48,276 or more.

Position Classifications

The position types used in this report are based on definitions included in the *Specifications and Procedures Manual for the Staff Reporting System*. Directors, coordinators, and supervisors include persons in charge of instructional and noninstructional services within the school system.

Figure 1
Amount Above/Below Statewide Average Teacher Salary
Maryland Public Schools: 1995-96



Statewide Average = $41,186

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Superintendent				Deputy Superintendent			
	Average* (Mean)	Median	1st Quartile	3rd Quartile	Average* (Mean)	Median	1st Quartile	3rd Quartile
Total State	$99,057	$99,000	$87,660	$115,887	$99,173	$100,397	$92,399	$108,711
Allegany	91,052	**	**	**	-	-	-	-
Anne Arundel	101,721	**	**	**	-	-	-	-
Baltimore City	140,000	**	**	**	107,300	**	**	**
Baltimore	121,000	**	**	**	98,000	**	**	**
Calvert	99,000	**	**	**	94,223	**	**	**
Caroline	86,320	**	**	**	-	-	-	-
Carroll	125,454	**	**	**	-	-	-	-
Cecil	100,025	**	**	**	-	-	-	-
Charles	111,394	**	**	**	-	-	-	-
Dorchester	79,794	**	**	**	-	-	-	-
Frederick	102,000	**	**	**	-	-	-	-
Garrett	75,645	**	**	**	-	-	-	-
Harford	98,445	**	**	**	80,252	**	**	**
Howard	120,380	**	**	**	-	-	-	-
Kent	78,375	**	**	**	-	-	-	-
Montgomery	140,000	**	**	**	110,121	**	**	**
Prince George's	125,000	**	**	**	96,683	**	**	**
Queen Anne's	110,500	**	**	**	-	-	-	-
St. Mary's	95,017	**	**	**	-	-	-	-
Somerset	78,750	**	**	**	-	-	-	-
Talbot	81,200	**	**	**	-	-	-	-
Washington	89,000	**	**	**	-	-	-	-
Wicomico	99,000	**	**	**	-	-	-	-
Worcester	98,559	**	**	**	-	-	-	-

*Actual salary in LEA; Total State represents average for all LEAs

**Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Associate, Area, and Assistant Superintendent				Director			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$81,567	$99,000	$87,660	$115,887	$75,376	$74,500	$69,243	$81,267
Allegany	-	-	-	-	62,540	*	*	*
Anne Arundel	92,073	*	*	*	81,460	81,267	81,267	81,267
Baltimore City	82,043	81,300	79,300	81,300	69,770	73,500	64,998	73,500
Baltimore	84,147	82,500	82,500	83,886	75,389	74,500	74,500	75,500
Calvert	91,050	-	-	-	82,630	81,763	80,550	84,865
Caroline	73,536	-	-	-	68,125	*	*	*
Carroll	83,305	*	*	*	77,740	78,018	76,440	79,593
Cecil	75,359	*	*	*	69,579	*	*	*
Charles	84,235	*	*	*	65,825	65,642	62,551	70,137
Dorchester	65,063	*	*	*	-	-	-	-
Frederick	75,912	*	*	*	70,882	70,324	67,092	74,337
Garrett	69,415	*	*	*	63,331	*	*	*
Harford	68,573	*	*	*	66,947	*	*	*
Howard	96,130	*	*	*	83,966	85,538	81,423	88,882
Kent	74,320	*	*	*	69,413	*	*	*
Montgomery	99,399	*	*	*	83,483	84,960	80,082	88,786
Prince George's	86,041	*	*	*	76,138	77,725	73,326	82,126
Queen Anne's	96,000	*	*	*	-	-	-	-
St. Mary's	67,095	*	*	*	73,918	*	*	*
Somerset	58,762	*	*	*	-	-	-	-
Talbot	-	-	-	-	66,131	*	*	*
Washington	73,439	*	*	*	66,259	*	*	*
Wicomico	73,600	*	*	*	70,370	*	*	*
Worcester	73,240	*	*	*	56,258	*	*	*

*Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Coordinator				Supervisor			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$62,351	$66,952	$55,484	$70,399	$62,802	$62,525	$57,929	$67,136
Allegany	43,601	40,059	36,416	50,787	55,070	58,344	48,591	59,309
Anne Arundel	70,732	71,999	70,398	73,598	64,223	64,900	58,595	71,390
Baltimore City	63,097	62,718	59,823	67,687	55,091	54,841	52,198	58,131
Baltimore	68,973	68,500	68,500	68,500	62,208	62,609	60,000	65,500
Calvert	75,317	*	*	*	71,888	73,556	71,621	75,485
Caroline	42,582	43,315	34,103	47,298	61,390	64,022	59,732	64,022
Carroll	62,277	*	*	*	65,958	67,443	62,199	71,323
Cecil	-	-	-	-	63,886	64,993	61,893	66,293
Charles	62,141	61,721	60,340	64,826	57,062	57,155	53,300	59,094
Dorchester	47,688	*	*	*	57,707	59,519	56,229	60,531
Frederick	55,237	*	*	*	63,345	64,272	63,276	64,416
Garrett	51,259	*	*	*	56,229	*	*	*
Harford	-	-	-	-	61,807	62,525	61,325	63,725
Howard	62,275	*	*	*	72,492	72,690	71,529	76,235
Kent	-	-	-	-	63,106	*	*	*
Montgomery	73,775	74,433	74,433	74,433	73,158	71,660	70,160	76,267
Prince George's	60,614	*	*	*	65,717	67,136	62,506	71,766
Queen Anne's	44,437	*	*	*	65,119	66,645	63,778	68,560
St. Mary's	50,686	51,885	49,075	51,885	61,231	62,660	58,453	63,162
Somerset	39,777	39,502	28,517	54,540	56,312	56,411	56,411	56,411
Talbot	59,964	62,363	54,094	63,255	49,985	*	*	*
Washington	55,096	54,430	53,357	56,063	59,062	58,871	56,357	62,456
Wicomico	54,950	*	*	*	61,123	61,160	60,535	62,160
Worcester	50,614	56,044	44,560	58,616	65,275	65,696	63,389	66,196

*Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Pupil Personnel/School Social Worker				Principal			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$51,160	$53,648	$37,393	$62,432	$69,288	$69,451	$63,402	$75,311
Allegany	49,249	*	*	*	54,497	54,113	49,660	59,952
Anne Arundel	66,979	67,901	64,950	69,379	76,002	75,312	73,599	78,586
Baltimore City	37,370	34,457	31,534	46,640	65,083	63,411	59,487	69,691
Baltimore	49,815	56,839	43,160	58,818	67,475	66,500	65,500	68,500
Calvert	66,805	*	*	*	76,854	76,108	73,556	78,106
Caroline	40,909	*	*	*	60,191	58,909	57,576	62,635
Carroll	59,188	60,945	57,635	64,825	68,591	69,270	65,048	71,554
Cecil	56,736	*	*	*	62,208	62,783	58,454	65,113
Charles	54,420	54,048	50,444	55,808	65,049	64,051	61,051	66,157
Dorchester	48,007	*	*	*	56,029	56,922	54,022	58,874
Frederick	48,424	50,050	45,000	55,409	65,252	64,415	63,276	65,073
Garrett	46,491	*	*	*	51,388	47,121	45,188	60,544
Harford	57,968	59,054	54,793	60,254	62,351	62,807	60,688	64,007
Howard	60,002	62,510	60,278	62,510	75,719	76,089	76,089	76,089
Kent	-	-	-	-	57,777	57,438	53,702	61,145
Montgomery	68,808	71,660	66,969	71,660	79,496	80,082	76,276	80,912
Prince George's	59,899	61,107	56,882	64,347	73,374	74,081	71,766	74,081
Queen Anne's	38,786	*	*	*	63,437	64,413	61,988	65,525
St. Mary's	51,752	*	*	*	66,080	67,576	63,160	69,783
Somerset	-	-	-	-	50,732	55,037	48,215	56,411
Talbot	39,783	*	*	*	56,159	57,438	56,131	58,449
Washington	53,348	*	*	*	62,049	62,456	60,637	62,456
Wicomico	47,283	*	*	*	60,768	60,258	60,070	63,050
Worcester	-	-	-	-	64,770	65,696	62,954	66,033

*Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Vice Principal				Therapist			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$59,767	$60,011	$54,403	$64,500	$43,533	$44,522	$37,982	$48,673
Allegany	46,219	45,517	45,005	47,320	35,860	40,059	26,270	40,059
Anne Arundel	66,823	66,307	65,078	69,321	42,962	45,645	39,123	47,703
Baltimore City	55,082	53,982	51,905	58,115	43,240	45,964	36,622	47,234
Baltimore	61,425	61,500	60,011	63,000	40,815	42,870	36,197	45,806
Calvert	66,276	65,658	63,071	69,349	46,688	47,721	45,858	49,552
Caroline	49,574	49,319	45,984	51,963	38,509	*	*	*
Carroll	60,137	60,746	57,634	63,455	38,402	41,390	31,593	44,822
Cecil	51,149	50,995	47,977	53,845	36,906	37,031	32,199	42,231
Charles	52,423	51,624	48,381	55,034	43,700	45,281	40,554	46,414
Dorchester	48,733	48,271	43,863	52,261	38,492	*	*	*
Frederick	57,932	58,088	56,950	63,276	39,786	38,934	34,980	44,532
Garrett	44,664	*	*	*	41,660	*	*	*
Harford	56,233	55,208	54,403	59,373	36,956	38,147	29,633	41,795
Howard	60,152	59,115	57,004	61,373	45,604	47,070	39,623	51,120
Kent	52,229	*	*	*	39,745	*	*	*
Montgomery	71,032	71,377	70,160	74,433	49,168	49,587	42,502	57,616
Prince George's	63,990	64,704	63,546	64,704	44,262	46,896	37,240	50,345
Queen Anne's	55,664	55,740	53,438	56,765	36,613	39,538	27,788	43,450
St. Mary's	53,350	53,385	51,135	58,057	38,131	38,181	29,299	45,141
Somerset	42,905	45,513	39,781	46,599	28,291	*	*	*
Talbot	46,077	47,922	37,260	56,291	39,961	*	*	*
Washington	51,920	52,213	48,149	54,981	38,322	39,162	35,059	42,197
Wicomico	50,983	51,210	48,935	52,560	38,498	40,680	36,430	41,410
Worcester	55,074	56,294	50,353	59,713	39,263	39,203	33,724	45,689

*Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Selected Central Office Positions							
	School Psychologist				Librarian			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$49,872	$48,400	$40,921	$60,575	$45,039	$45,937	$40,059	$50,085
Allegany	47,893	*	*	*	39,763	40,059	40,059	41,024
Anne Arundel	58,214	59,047	52,704	64,952	44,693	45,645	45,642	47,818
Baltimore City	37,938	36,621	25,815	47,855	43,178	46,685	36,620	47,790
Baltimore	50,563	52,854	44,052	58,774	44,142	46,967	41,708	49,291
Calvert	52,457	*	*	*	51,435	52,416	50,983	53,713
Caroline	35,640	*	*	*	40,824	43,224	40,113	44,550
Carroll	48,742	47,759	43,840	49,962	42,956	45,800	35,636	49,718
Cecil	46,830	*	*	*	39,232	41,732	36,232	44,132
Charles	45,976	41,910	41,000	46,358	47,144	48,102	45,368	49,768
Dorchester	41,794	*	*	*	41,858	41,785	40,445	43,640
Frederick	51,393	54,516	42,013	59,089	41,577	43,801	34,676	48,851
Garrett	43,063	*	*	*	35,899	*	*	*
Harford	40,920	43,087	38,081	45,937	40,510	41,795	35,715	45,937
Howard	56,351	55,812	53,580	60,277	45,058	49,140	37,260	52,380
Kent	50,843	*	*	*	38,553	*	*	*
Montgomery	66,194	68,610	64,049	71,660	53,311	57,616	48,064	59,716
Prince George's	50,595	48,122	39,168	61,636	44,989	47,356	38,160	52,183
Queen Anne's	41,137	42,630	37,900	45,940	39,114	41,497	34,181	43,450
St. Mary's	43,838	*	*	*	44,412	45,950	44,273	47,276
Somerset	39,723	*	*	*	36,328	*	*	*
Talbot	44,260	*	*	*	38,502	40,298	37,580	43,565
Washington	47,698	46,268	43,613	53,906	37,216	40,531	31,099	43,267
Wicomico	48,677	*	*	*	40,885	41,240	39,425	43,340
Worcester	46,566	*	*	*	40,964	42,931	35,187	45,689

*Data not shown for 5 or fewer persons per position

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1995

Local Education Agency	Selected Central Office Positions							
	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$47,044	$48,085	$41,294	$54,080	$41,186	$42,870	$31,634	$48,276
Allegany	38,138	40,542	33,398	41,989	37,510	40,059	34,475	41,529
Anne Arundel	54,190	56,290	51,296	58,991	42,547	45,106	37,588	49,401
Baltimore City	46,185	48,591	46,959	49,501	40,212	46,111	29,897	47,790
Baltimore	45,796	47,814	41,682	50,452	39,901	42,870	30,082	48,129
Calvert	51,150	50,983	49,552	53,713	43,275	46,111	34,930	50,983
Caroline	42,834	45,535	38,933	46,655	36,971	38,431	30,135	43,250
Carroll	42,344	45,923	35,023	49,718	39,819	42,800	31,350	47,759
Cecil	41,514	43,632	41,132	45,632	37,570	40,632	29,382	43,432
Charles	47,801	50,274	41,139	54,055	41,119	44,345	33,718	47,574
Dorchester	39,135	38,980	36,086	41,775	37,654	38,514	27,761	41,511
Frederick	44,651	46,478	40,758	50,188	38,289	38,326	29,201	46,417
Garrett	34,822	36,305	30,945	41,745	34,160	35,158	29,748	38,730
Harford	40,439	42,795	32,427	46,937	36,470	38,147	27,338	42,795
Howard	47,058	48,060	39,960	55,242	41,335	41,310	31,725	50,940
Kent	44,217	47,421	34,253	48,923	38,898	40,572	31,320	46,203
Montgomery	53,367	57,616	48,065	59,716	48,256	52,236	37,191	57,618
Prince George's	46,032	48,734	38,620	54,080	41,325	43,677	30,533	49,885
Queen Anne's	39,932	41,313	32,763	46,990	37,544	40,079	28,643	44,250
St. Mary's	40,425	43,405	32,230	45,997	39,338	42,325	32,230	45,833
Somerset	42,625	43,620	38,407	47,348	35,493	37,622	30,077	41,491
Talbot	36,985	37,350	28,800	43,915	35,974	37,843	28,348	42,685
Washington	35,711	35,059	27,763	44,179	37,454	40,531	30,734	44,179
Wicomico	40,955	42,740	39,900	44,740	35,998	38,730	29,550	41,730
Worcester	44,479	44,560	44,060	46,060	38,224	42,431	31,066	44,431

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Table 2

Teachers' Salaries Indexed to Region: October, 1995

Local Education Agency	Average (Mean)	Percent Above/ (Below)	Median	Percent Above/ (Below)	1st Quartile	Percent Above/ (Below)	3rd Quartile	Percent Above/ (Below)
Baltimore Metropolitan	40,276		43,326		30,793		47,790	
Anne Arundel	42,547	5.6	45,106	4.1	37,588	22.1	49,401	3.4
Baltimore City	40,212	-0.2	46,111	6.4	29,897	-2.9	47,790	0.0
Baltimore	39,901	-0.9	42,870	-1.1	30,082	-2.3	48,129	0.7
Carroll	39,819	-1.1	42,800	-1.2	31,350	1.8	47,759	-0.1
Harford	36,470	-9.4	38,147	-12.0	27,338	-11.2	42,795	-10.5
Howard	41,335	2.6	41,310	-4.7	31,725	3.0	50,940	6.6
National Capital	44,890		46,896		33,102		54,439	
Montgomery	48,256	7.5	52,236	11.4	37,191	12.4	57,618	5.8
Prince George's	41,325	-7.9	43,677	-6.9	30,533	-7.8	49,885	-8.4
Western Maryland	37,582		39,543		30,418		43,801	
Allegany	37,510	-0.2	40,059	1.3	34,475	13.3	41,529	-5.2
Frederick	38,289	1.9	38,326	-3.1	29,201	-4.0	46,417	6.0
Garrett	34,160	-9.1	35,158	-11.1	29,748	-2.2	38,730	-11.6
Washington	37,454	-0.3	40,531	2.5	30,734	1.0	44,179	0.9
Lower Shore	36,733		38,730		29,960		42,431	
Dorchester	37,654	2.5	38,514	-0.6	27,761	-7.3	41,511	-2.2
Somerset	35,493	-3.4	37,622	-2.9	30,077	0.4	41,491	-2.2
Wicomico	35,998	-2.0	38,730	0.0	29,550	-1.4	41,730	-1.7
Worcester	38,224	4.1	42,431	9.6	31,066	3.7	44,431	4.7
Upper Shore	37,349		39,532		29,382		43,786	
Caroline	36,971	-1.0	38,431	-2.8	30,135	2.6	43,250	-1.2
Cecil	37,570	0.6	40,632	2.8	29,382	0.0	43,432	-0.8
Kent	38,898	4.1	40,572	2.6	31,320	6.6	46,203	5.5
Queen Anne's	37,544	0.5	40,079	1.4	28,643	-2.5	44,250	1.1
Talbot	35,974	-3.7	37,843	-4.3	28,348	-3.5	42,685	-2.5
Southern Maryland	41,143		43,962		33,588		47,805	
Calvert	43,275	5.2	46,111	4.9	34,930	4.0	50,983	6.6
Charles	41,119	-0.1	44,345	0.9	33,718	0.4	47,574	-0.5
St. Mary's	39,338	-4.4	42,325	-3.7	32,230	-4.0	45,833	-4.1

Table 3

Average Salaries for Selected Positions and Percent Change: 1986 and 1995

Local Education Agency	Instructional Staff*			Principals and Vice Principals			Teachers and Therapists		
	1986	1995	Percent Change	1986	1995	Percent Change	1986	1995	Percent Change
Total State	$29,895	$42,704	42.8	$44,462	$64,705	45.5	$29,120	$41,245	41.6
Allegany	26,401	38,240	44.8	35,630	52,628	47.7	25,961	37,570	44.7
Anne Arundel	29,907	44,561	49.0	48,742	73,174	50.1	28,925	42,562	47.1
Baltimore City	27,202	41,561	52.8	41,077	59,502	44.9	26,397	40,266	52.5
Baltimore	32,923	41,744	26.8	46,005	63,810	38.7	32,041	39,925	24.6
Calvert	29,174	45,229	55.0	42,572	71,565	68.1	28,356	43,360	52.9
Caroline	23,795	38,416	61.4	36,107	55,162	52.8	23,111	36,996	60.1
Carroll	27,159	41,304	52.1	39,850	63,919	60.4	26,509	39,777	50.1
Cecil	25,574	38,823	51.8	42,098	57,535	36.7	24,702	37,558	52.0
Charles	26,720	42,501	59.1	37,526	58,114	54.9	26,205	41,173	57.1
Dorchester	25,753	37,448	45.4	36,979	52,222	41.2	25,100	37,668	50.1
Frederick	26,931	39,782	47.7	40,852	61,664	50.9	26,149	38,319	46.5
Garrett	23,476	35,182	49.9	35,322	49,787	41.0	22,712	34,263	50.9
Harford	27,661	37,806	36.7	39,710	58,773	48.0	26,977	36,482	35.2
Howard	29,285	43,224	47.6	46,938	67,282	43.3	27,246	41,466	52.2
Kent	24,877	40,412	62.4	36,768	56,118	52.6	24,043	38,913	61.8
Montgomery	34,626	49,957	44.3	53,608	75,858	41.5	33,774	48,290	43.0
Prince George's	31,613	42,652	34.9	47,234	70,701	49.7	30,948	41,396	33.8
Queen Anne's	29,596	38,710	30.8	45,388	60,522	33.3	28,865	37,519	30.0
St. Mary's	24,895	40,197	61.5	34,510	63,205	83.1	24,374	39,214	60.9
Somerset	22,114	36,068	63.1	29,043	48,286	66.3	21,574	35,556	64.8
Talbot	26,017	36,880	41.8	37,207	51,748	39.1	25,293	36,102	42.7
Washington	27,139	37,261	37.3	39,314	58,309	48.3	26,476	37,443	41.4
Wicomico	25,829	37,261	44.3	37,573	55,288	47.1	25,165	36,033	43.2
Worcester	29,063	39,810	37.0	42,428	60,295	42.1	28,336	38,239	34.9

*Instructional staff includes principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists

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